

Director of Programmes: STEAM & Partnerships



Recruitment Pack
June 2023

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Welcome from the Chief Executive of Camden Learning

Thank you for your interest in the role of Director of Programmes: STEAM & Partnerships at Camden Learning. I am delighted that you have chosen to find out more about joining us. As a long-term maternity cover until September 2024, this role provides a unique opportunity to lead key strategic, borough wide strategies. It may also present a good secondment opportunity for you.

Camden Learning is a pioneering school-led, place-based partnership. A joint enterprise, launched by Camden schools and Camden council in 2017, we are a unique organisation founded on the principle that there is far more we can achieve together than by acting alone. In consultation with our schools and the communities, we outlined our ambitions for education in Camden by developing a new strategy for 2030 [Building Back Stronger](#). This is built on the twin pillars of excellence and equity so central to the Camden system of education.

The STEAM [strategy](#) was borne from a conviction that young people growing up in Camden, regardless of background, should have access to the very best opportunities in the world-leading sectors on their doorstep and that these employers and institutions have a pipeline of diverse local talent. This new strategy sets out our vision for close partnerships between employers, educators and young people, working together for a future where our scientific, creative and digital industries continue to innovate and flourish, providing opportunities for Camden's young people to have fulfilling careers.

This is an exciting opportunity to work as a system leader in a dynamic part of central London. To be successful, you'll need to demonstrate a proven track record in working with a range of stakeholders, an understanding of school context, and the delivery of ambitious strategic aims.

Whatever your background, you'll be able to evidence your credibility and personal impact on quickly building the respect and trust of others, creating opportunity for young people and proven interpersonal and communication skills. You will have ambition for the programmes that you lead, others in your team and holding them to account.

Your track record of success will ensure you can develop relationships with key stakeholders at pace, working closely with the wider educational community in Camden and quickly developing an understanding of our schools' current and future needs. By doing so, you'll ensure Camden Learning continues to be closely

engaged with our schools, able to broker creative and impactful solutions that are expertly configured to respond to future challenges.

If you're passionate about ensuring all young people enjoy excellent educational opportunities, developing strong and lasting partnerships with businesses and schools and are seeking to develop your leadership skills in a challenging and exciting role, then we want to hear from you.

If you would like an opportunity to talk through the possibilities of the role with me or to arrange a confidential discussion about this role, contact Katie Wetherill, Executive Assistant Katie.Wetherill@camden.gov.uk, or 0207 974 1184

Stephen Hall
Chief Executive Officer
Camden Learning

About Camden Learning

Launched in 2017, Camden Learning is a successful schools-led and area-based partnership. All schools in Camden have chosen to be involved – and we are very proud that our model has been genuinely co-constructed, founded on the principle that there is far more we can achieve together than by acting alone.

The support Camden Learning provides to schools is wide and varied. We are commissioned by Camden Council to deliver services such as school improvement and, in addition, we offer a variety of other targeted improvement, development and support services – both on a commission and point-of-need basis.

Our commission from Camden Council is stable and secure – and because we enjoy a relationship of trust and mutual respect, over time we have taken on responsibility for delivering more council services through the Camden Learning model.

Ultimately, the success of Camden Learning has been underpinned by the excellent relationships that we have been able to develop both with the Council and with our partner organisations.

Our ambitions for 2030

1. A Fair Start

- Thriving children who are ready to learn
- Schools rooted at the heart of their communities
- Parents as prime partners in their children's learning

2. An Excellent School Experience

- A good, local school place available for every Camden child
- Every child a reader by 7
- Knowledgeable and skilled leaders and teachers who love working and learning in Camden
- An inclusive, inspiring, creative and horizon-broadening curriculum in all our schools
- Harnessing technology to improve learning, schools and our local system
- Successful transition between settings and phases for every child — Children's health and well-being are supported through the ethos, curriculum and practices of school life
- Ambitious inclusive schools
- Opportunity Centres to facilitate learning beyond the school day — A Camden

accountability framework which captures the real story of the school

3. Flourishing Lives

- Building a generation of changemakers with impact in their communities
- A post 16 education system that benefits all students
- Greater access for young people to education, work and opportunity
- Better information, advice and guidance to support learning and job choices which lead to economic opportunity
- A Camden 'Life Futures Plan' for every young person at 16+

Our foundations

Underpinning our pillars of equity and excellence are four foundations to enable us to achieve the change set out in this strategy.



A strong place-based system

A system that understands and reflects local demographics, histories and values.



An ambitious inclusive system

A system that breaks down the barriers to learning by calling out inequalities, acting to address them, making sure children and young people feel a strong sense of belonging to school and community so that no one is left behind.



A collaborative and federating system

A system where we use collaboration to motivate, learn and achieve better, taking collective responsibility for all our children, working together in formal and informal partnerships, including federations, so they are served well.



Think, test and learn

A system where we are constantly developing ideas and new practice and approaches, learning from research and staying at the leading edge of new and effective practice in education by trialling new ways of working.

About the role

The Director of STEAM and Partnerships is responsible to the CEO and the STEAM board, chaired by Dinah Caine CBE, for the strategic development and delivery of our high profile STEAM [programme](#), as well as oversight of the Camden Learning Centre, and Camden Music Service and aspects of the STEAM Curriculum.

Developing strategic partnerships with external organisations that have impact on the ground, you will work with the STEAM board to deliver the STEAM [strategy](#), and play a key strategic influencing and delivery role as part of the Camden Learning Senior Leadership Team. Implementation is key. You will ensure you are able to evidence progress and impact against these strategic priorities.


This role is central to Camden Learning's drive for excellence and equity, set out in [Building Back Stronger](#), Camden's new education strategy for 2030.

The future success of Camden Learning will be defined by our ability to stay at the leading edge of school services. That means delivering a core school improvement offer alongside other council-commissioned services that are targeted and analysed for impact. But it also means exploring and seizing opportunities to do more with our partner schools.

You'll bring the creative thinking, entrepreneurial outlook and values-based decision making to earn the trust of our member schools and wider stakeholders to co-construct future and additional services to meet their needs. In doing so, you'll further strengthen our reputation for impact, agility, and ability to respond with services that deliver outstanding value for money.

This is an exciting opportunity to lead on organisational reporting providing insight alongside strategic and operational decision-making. You will contribute to the development of a vibrant culture across Camden Learning that is collaborative, proactive and promotes professional accountability, so we meet the needs of our schools, children and young people.

This is a fantastic opportunity to build your professional profile in a high profile



leadership role in central London. In return, you'll enjoy the support of your colleagues, peers and the Camden Learning and STEAM Boards and you'll positively influence the lives of thousands of learners and their families.

Most important to us is that you share our commitment to the children and young people of Camden. Everything we do is geared towards improving their life chances – and we'll look to you to represent those values throughout your work.

Job description

Director of Programmes: STEAM and Partnerships, Camden Learning

Salary: Maternity Cover from October 2023 to 31st August 2024.
Level 6, Zone 2. (Starting at £72,636). Suitable secondment opportunity.

We are based at Pancras Square is ideally situated for Kings Cross, St Pancras and Euston stations with access to surrounding shopping, restaurants and cafes.

Job purpose

The Director of STEAM and Partnerships will be directly responsible to the CEO for the development and delivery of the STEAM programme, the Camden Learning Centre, the Camden Music Service, strategic partnerships with external organisations, careers education strategy, aspects of the Camden Curriculum, and the sharing of good practice across Camden's schools, as well as playing a key strategic influencing role as a Deputy to the CEO and as part of the Senior Leadership Team.

Job Description

The Director of Programmes: STEAM & Partnerships will:

Lead the flagship STEAM programme, creating strategic and lasting change by embedding STEAM in Camden's family of schools

- Lead and implement an ambitious STEAM strategy ensuring momentum across partners/employers/schools/policy
- Lead and manage an innovative team and ensure targets are met and high-quality outcomes delivered.
- Influence key planning policy and developments, and negotiate high-impact commitments and funding
- Lead partnership work & influencing of anchor institutions and employers to embed STEAM objectives in their strategies/funding/work including shaping planning and social value commitments
- Ensure high quality of key programmes e.g. STEAM Work Experience, STEAM Ambassadors, STEAM Pledge, STEAM Hub, STEAM apprenticeship programme
- Oversee the external evaluation of the STEAM programme
- Providing education expertise to a range of Council teams and projects related to schools and education projects
- Ensure the sustainability of the Camden STEAM initiative, budget management and fundraising as appropriate.
- Disseminate the work of the Arts Council London Creativity Collaborative through the STEAM Hub and Camden Learning website, working to celebrate and enhance the creative offer in Camden schools.

Develop and embed strategic partnerships with external organisations – particularly businesses and cultural institutions – for the benefit of Camden schools and young people

- Work with schools, employers and community and voluntary organisations to stimulate ways of designing experiential opportunities for young people's engagement in work, social action or volunteering, through STEAM and *Think, Test and Learn*
- Establish innovative and impactful partnerships with key organisations including Knowledge Quarter institutions, STEAM Pledge employers, and cultural and academic institutions and other strategic partnerships that deliver strategy aims e.g. digital strategy.
- Collaborate with the Youth Council and local youth groups to run initiatives designed to make change happen by developing young people's local leadership skills
- Work with Council teams to encourage schools to involve school council and environmental champions in school policies on climate control, including recycling

Develop and implement Camden's careers education strategy ensuring greater access for young people to education, work and opportunity

- Develop and implement a Camden approach to careers education, in alignment with the government's Careers Strategy, current gaps and good practice in schools, and the opportunities provided by the Camden context (e.g. the STEAM programme).
- Share knowledge across the secondary sector of how some schools provide access to good quality careers education, including information, advice and guidance,
- Support the development of a post 16 strategy and action plan which:
 - Gives greater priority to developing technical and vocational education, including T Levels
 - Developing a T level employer brokerage and industry placement programme
 - Raise awareness of the importance of local employment programmes being inclusive enough to the needs of children and young people with SEND
- Link with employers, particularly through the STEAM initiative, to give young people work experience opportunities especially in local growth areas such as health and the digital, scientific and creative industries
- Increase the number of apprenticeships for young people, not only by stimulating greater interest from local business and public services but also by increasing awareness and understanding of the opportunities with staff in schools and with young people and their families

Supporting the aims of Camden Learning as a place based, schools facing organisation

- Act as a point of contact both within Camden Learning and for wider Camden Council Teams with regard to new initiatives and schools' activities pertaining to role.
- Contribute to the organisation and facilitation of Camden Learning events – conferences, roundtables, webinars etc
- Work with Council Colleagues to provide guidance for schools to develop their work in **tackling climate change** across the curriculum and through student agency, including using the School Climate Charter, school council and environmental champions in school policies on climate control, including recycling

Act as a leader of social justice who:

- Understands the material, economic and social differences between different groups
- Works to right the wrongs of marginalised groups

- Creates safe spaces and opportunities that promote equity between individuals and groups
- Changes systems, processes, and structures to respond better to the needs of students
- Works to create fairness and inclusion in schools for all who study and work in them
- Interprets their role as working towards excellence and equity for all

Lead the Camden Learning Centre, ensuring a strategic focus on driving the centre forward as a profitable and value-add business entity providing a high quality Computing and digital skills curriculum across Camden and beyond

Oversee the management of Camden Music Service, ensuring a focus on providing a high quality music curriculum across Camden

Connect with individuals, other partnerships and external organisations to capitalise on opportunities for development and funding, while also raising the profile of Camden Learning externally

Support the CEO and Board of Directors to lead Camden Learning and deliver *Building Back Stronger* and the Camden Learning strategic plan

- Adhere to Camden Learning's policies on equal opportunities and be responsible for the promotion of these policies in every area of work;
- Keep up-to-date with policy and practice related to keeping children safe in education and be proactive in ensuring it is implemented;

Personal specification

The holder of the post will be able to demonstrate evidence of the following qualities, experience, knowledge and skills:

Qualifications

- Educated to at least a degree level, with evidence of continuing professional development

Knowledge & Experience

- Track record of success of senior leadership and strategy development within a comparable organisation;
- Track record of successful leadership of programming and curriculum work;
- Proven track record of successful budget management and the ability to successfully manage a budget;
- Proven success in building effective partnerships and links with internal and external stakeholders, especially businesses;
- Experience and knowledge of the safeguarding agenda and its application in the educational setting;
- Experience of working in an educational setting and an understanding of educational legislation and policy are desirable;
- Well-developed strategic planning capabilities with the ability to work with others to develop a compelling vision for the organisation, underpinned by a strong moral purpose;

- Ability to communicate effectively with a variety of stakeholders, including schools, and be an effective ambassador of Camden Learning;
- Ability to think creatively, to work strategically, and to anticipate and solve problems;
- Ability to prioritise, plan and organise and analyse and process complex information quickly and rigorously, when under pressure acting with decisiveness and determination when dealing with difficult situations;
- Wholehearted commitment to maintaining and developing the ethos of Camden Learning;
- Personal drive and energy to inspire and motivate colleagues and peers;
- A demonstrable ability to build strong, sustainable relationships with all schools and a range of stakeholders, mobilising them effectively in support of a common goal;
- High levels of personal impact and the ability to rapidly command the respect of senior colleagues, Headteachers & external stakeholders;
- Utterly reliable and organised with excellent verbal and written communication skills;
- Flexible with a practical “can do” attitude;
- Have high expectations and aspirations for children and young people;
- Demonstrate a commitment to their own personal and professional development and to developing and coaching others;
- A record of success as a leader of social justice who:
 - understands the material, economic and social differences between different groups;
 - works to right the wrongs of marginalised groups;
 - creates safe spaces and opportunities that promote equity between individuals and groups;
 - changes systems, processes and structures to respond better to the needs of students;
 - works to create fairness and inclusion in schools for all who study and work in them;
 - interprets their role as working towards excellence and equity for all.
- Carry out any other duties commensurate with the grade of the post, as may be required from time to time, including attending meetings outside of normal working hours.

Terms & Conditions

- An LGPS pension contribution
- We offer 26 days' annual leave entitlement as well as bank holidays rising to 30 days after 5 years of service.
- We recognise our people have responsibilities and interests outside of work and we support flexible working arrangements including a balance of home and office working, part-time, term-time - all dependent on your job role and needs of the service
- Season ticket loans, childcare voucher scheme
- Cycle to Work Scheme, with savings of between 32% and 42% on the standard retail price of a new bike
- Corporate rates for membership of GLL – Better Leisure, with a state-of-the-art gym right in the building at 5 Pancras Square.
- An Employee Assistance Programme.
- Free Hearing tests, Eye tests and Health checks.

How to apply

To discuss this role in more depth or to arrange an informal conversation with the current post holder or CEO, please email Katie Wetherill (Katie.Wetherill@camden.gov.uk).

To apply for this job please **follow the "Apply" link. In the 'Why you?' section of the application** you will be required to demonstrate how you meet the role criteria noted in the Job Profile under the "About You" section.

We will only consider applications from candidates who complete a 'Why Me – Supporting Statement' and address the criteria outlined in the 'About Me' section of the Job Profile.

Closing date for applications: **Friday 30th June 2023 at 12 noon**

Interview: **Thursday 13th July 2023.**

Please note dates are indicative and subject to change.

We look forward to hearing from you.

Camden Learning is committed to safeguarding and promoting the welfare of children and young people. All applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.

Our commitment to inclusive recruitment

For education organisations to flourish, improve performance and genuinely represent the communities they serve – it's essential that we seize the opportunity to develop a diverse workforce.

We know that to make a lasting difference in the lives of children and young people, the very best talent from our society needs to be identified, supported and retained.

Our organisations perform better when they reflect the rich breadth and depth of our society – and we should be proud to bring together a dynamic combination of knowledge, skills and lived experience.

In practice, an inclusive approach to recruitment takes care and attention. We are all stakeholders in the education system – so together we need to continue to challenge recruitment norms, processes, and behaviours.

We are committed to recruitment campaigns that are developed with inclusivity at their core, whilst keeping a resolute focus on the best choice of candidate for the post.

Pillars of an inclusive approach

1. Ensuring roles are designed and described clearly and accurately, removing **hidden barriers** that might inadvertently dissuade a great candidate from applying.
2. Communicating a clear commitment to inclusivity throughout all recruitment marketing materials – **showing as well as telling** candidates that we are an open, inclusive employer.
3. Taking **positive action** by seeking and welcoming applications from under-represented groups – using recruitment interactions and headhunting to reach a wider pool.
4. **Assessing impact and improvement** through effective diversity and equal opportunities monitoring and ongoing dialogue with staff.